

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 9-11, 13, 15-34, 38-47, 49-57, 59-60	21
Account Executive	1-5, 9, 11-13, 16-26, 28, 30-35, 38-47, 49-57, 59-60	21
Anchor/Producer	1-5, 9, 11, 13, 15-28, 30-36, 38-47, 49-57, 59-60	43
Anchor/Producer/Multimedia Journalist - KXLT	1-5, 7, 9, 11, 13, 16-28, 30-35, 38-47, 49-57, 59-60	21
Creative Services Producer	1-5, 9, 11, 13-14, 16-28, 30-35, 38-40, 42-47, 49-57, 59-60	14
Engineer	1-5, 7, 9, 11, 13, 15-28, 30-35, 38-47, 49-57, 59-60	43
Executive Producer	1-5, 9, 11, 13, 16-28, 30-36, 38-40, 42-47, 49-57, 59-60	36
KTTC Account Executive	1-5, 9, 11-13, 16-28, 30, 32-35, 38-40, 42-47, 49-57, 59-60	19
Meteorologist/Multimedia Journalist	1-5, 9, 11, 13, 16-20, 22-28, 30-35, 37-57, 59-60	19
Multimedia Journalist	1-5, 8-9, 11, 13, 16-28, 30-35, 38-47, 49-57, 59-60	19
Multimedia Journalist	1-5, 9-13, 15-28, 30-34, 38-47, 49-57, 59-60	39
Multimedia Journalist/Morning Fill-In Anchor	1-5, 9, 11, 13, 16-27, 30, 32-35, 38-40, 42-47, 49-57, 59-60	19
News Producer	1-5, 9-11, 13, 15-28, 30-34, 38-47, 49-60	20
News Producer	1-5, 9, 11-13, 15-28, 30-35, 37-47, 49-57, 59-60	12
News Producer	1-5, 7, 9, 11, 13, 16-28, 30-36, 38-47, 49-57, 59-60	19
Production - Full-Time	1-6, 9, 11, 13, 16-28, 30-35, 37-40, 42-47, 49-57, 59-60	18
Sports Reporter/Anchor	1-5, 9, 11, 13, 16-28, 30-35, 38-47, 49-57, 59-60	43

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona State University Attn: Michael Wong P. O. Box 871305 Tempe, Arizona 85287 Phone : 602-527-0820 Email : mike.wong@asu.edu Mike Wong	N	0
2	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
3	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Classified Ads Manual Posting	N	0
4	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Email : ckleckner@sb-mendotaheights.com Fax : 1-651-905-3555 Christine Kleckner	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Career Service Manual Posting	N	0
6	Current Employee	N	1
7	Employee Referral	N	5
8	Facebook post	N	1
9	FOX 47 Website 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.fox47kxlt.com Email : jpope@kttc.com Fax : 1-507-288-6278 Jason Pope	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	Y *	0
11	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 847-585-4537 Url : www.artinstitutes.edu/schaumburg Email : acampion@aii.edu Fax : 1-847-585-4658 Ann Campion	Y	0
12	Indeed.com	N	6
13	Indiana Broadcasters Association 3003 E 98th St Indianapolis, Indiana 46820 Phone : 317-573-0119 Email : indba@aol.com Fax : 1-317-573-0895 Gwen Piening	N	1
14	Internal Posting	N	2
15	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-2100 Email : lgelhaar@kaplan.edu Laurie Gelhaar	N	0
16	KBJR-TV 246 S Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9658 Email : kmmartin@kbjr.com Kayla Martin	N	0

* Source notified the station that it wished to unsubscribe from all vacancy notifications as of 10/27/16. Source was sent vacancy notifications for all full-time openings up to 10/27/16 (which vacancies appear on this report because they were filled during this reporting period). Most vacancies reported herein were opened after 10/27/16 and, accordingly, did not and were not required to utilize source.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 800-234-5848 Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
18	KTTC On-Air 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	2
19	KTTC Web Site 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.kttc.com Email : jpope@kttc.com Fax : 1-507-288-3278 Jason Pope	N	17
20	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	1
21	KXLT Website Rochester, Minnesota 55901 Email : jpope@kttc.com Jason Pope	N	13
22	Medialine Attn: Mark Shilstone P. O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	N	0

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23	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Url : www.medill.northwestern.edu Email : medillcareerservices@northwestern.edu Fax : 1-847-467-2319 Jim O'Brien	N	0
24	Minnesota Broadcasters Assn 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
25	Minnesota DEED 1st Bank Bldg 322 Minnesota St, Suite E200 St. Paul, Minnesota 55101-1351 Phone : 651-259-7557 Email : jim.finley@state.mn.us Jim Finley	N	0
26	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
27	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0
28	Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : collinsks@missouri.edu Barbara Willis	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : www.nab.org Email : mduke@nab.org Michelle Duke	N	1
30	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
31	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : aturner@nabj.org Fax : 1-301-445-7101 Aprill Turner	N	0
32	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 840 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Fax : 1-202-588-1818 Career Service	N	0
33	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 973-383-1500 Email : rfichter@njherald.com Fax : 1-973-383-2194 Robin Fichter	N	0
34	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Fax : 1-216-642-9232 Don Clark	Y	0

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35	Ohio School of Journalism Park Place & Court St Athens, Ohio 45701 Phone : 740-593-2503 Email : foxr1@ohio.edu Becky Fox	N	0
36	Other Source	N	4
37	Penn State University 502 Walker Building University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
38	Quincy Herald Whig 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
39	Quincy Newspapers, Inc. 130 South Fifth Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Fax : 1-217-221-3418 Lesley Van Ness	N	5
40	Riverland Community College 1900 8th Ave NW Austin, Minnesota 55912 Phone : 507-433-0517 Email : dani.heiny@riverland.edu Fax : 1-507-433-0524 Dani Heiny	N	0
41	Society of Professional Journalists Minneapolis Chapter PO Box 141152 Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0

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42	TV News Check 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 215-901-9495 Url : http://www.newscheckmedia.com Stephen Stoltz Manual Posting	N	0
43	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	15
44	University of Kansas 2066 Dole Center 1000 Sunnyside Lawrence, Kansas 66045 Phone : 785-864-0608 Email : utsler@ku.edu Dr. Max Utsler	N	0
45	University of Wisc - Madison Atmospheric & Oceanic Science 1225 W Dayton St. Madison, Wisconsin 53706 Phone : 608-262-2828 Email : aos@aos.wisc.edu Fax : 1-608-262-0166 Sue Foldy	N	0
46	University of Wisc - Madison Letters & Science Career Serv 1305 Linden Dr. Suite 205 Madison, Wisconsin 53715 Phone : 608-262-3921 Fax : 1-608-262-3922 Job Posting Manual Posting	N	0
47	UNL, Broadcasting Dept. 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-0876 Url : www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml Marilyn Hahn Manual Posting	N	0

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48	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5140 Email : Rusta.Ault@valpo.edu Rusta Ault	N	0
49	Veteran's Services 2100 Campus Dr SE Suite 200 Rochester, Minnesota 55904 Phone : 507-328-6355 Email : applen.karen@co.olmsted.mn.us Karen Applen	N	0
50	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
51	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847215 Email : cgarger@wbngtv.com Kate Garger	N	0
52	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-2525 Email : ttesch@week.com Teddi Tesch	N	0
53	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0

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54	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
55	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
56	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0
57	WREX-TV 10322 Auburn Street Rockford, Illinois 61103 Phone : 800-223-9739 Email : twessel@wrex.com Fax : 1-815-335-1002 Theresa Wessel	N	0
58	WSJV-TV 58096 CR #7 S Elkhart, Indiana 46517 Phone : 800-975-8881 Email : ttesch@fox28.com Fax : 1-574-294-1267 Teddi Tesch	N	0
59	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0

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60	WXOW-TV/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9969 Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			74

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/15/2017	Participation in other activities designed by the station employment unit	KTTC Station Tour Program - Four large group tours were given in 2017 . 50 people toured KTTC. This included a school production class, as well as an adult employment group that came to learn about TV production and broadcast media. They learned how a television station operates and received information about careers in broadcast. Many were interested in careers in broadcast.	10	HR Manager Marketing Manager Traffic Manager Production Supervisor
2	6/5/2017	Establishment of an intern program designed to assist members of the community	KTTC's Internship Program is designed to enhance the student's career goals, teach them how a television station operates, and teaches skills in news, production, marketing or sales. KTTC hosted four interns in 2017. All four were specific to news, with one focusing on Meteorology. These students were part of our paid internship program. Student-Quinterns were from the University of Minnesota, Marquette University, Stanford University and Penn State University.	1	News Director